

**Investment Policy Statement: Triple EEE Foundation
Mission Investing**

The Foundation shall, to the extent practicable, align its investments with its mission. All investments shall pass 2 separate tests: (1) the investment must be aligned with the foundation's mission in accordance with the following principles and (2) the investment must pass standard risk/reward financial and diversification tests so as to be an appropriate investment for the foundation.

Specifically, to the extent practicable, the Foundation's investments shall be in accord with the following:

1. No investments shall knowingly be made in entities which, to a significant degree:

- a. Produce tobacco products.
- b. Inappropriately cause or exacerbate pollution of the environment.
- c. Produce handguns or other firearms for dissemination to the general public, or produce landmines.
- d. Utilize sweatshops or other forms of forced labor.
- e. Conduct fast food businesses or other businesses which adversely affect the health of consumers or others.
- f. Aid the Sudanese government in perpetrating genocide in Darfur. (Note: The publicly published list at www.sudandivestment.org may be used as a guide in fulfilling this requirement.)
- g. Conduct business with the government of Iran or otherwise aid the government of Iran.

2. Certain investments shall be considered particularly appropriate for the foundation to utilize, provided that they also pass standard risk/reward financial and diversification tests. Such particularly appropriate investments shall include investments in entities which:

- a. Are environmentally friendly or aid the environment, such as alternative energy investments.
- b. Are gender neutral in their treatment of employees and others.
- c. Are fair and honest in the treatment of their employees.

- d. Are exemplary in their corporate governance processes.
- e. Aid the fight against domestic or world poverty, homelessness, or hunger.
- f. Enhance the education of the economically disadvantaged.
- g. Are community development financial institutions (CDFIs) which support the cause of community development.
- h. Are microfinance enterprises which help to fight domestic or world poverty.

3. Shareholder advocacy activities in accordance with the above may be undertaken if they are practicable, appropriate, and helpful to the foundation's mission. No specific shareholder advocacy activities, including the voting of proxies, are required to be undertaken.

4. Investments in mutual funds or ETFs shall generally be in accordance with the above principles, while acknowledging that full 100% compliance within mutual funds and ETFs may from time to time not be achieved.

5. The above requirements apply to fixed income as well as equity investments.

The investment committee shall have the authority to interpret and apply the above requirements as it deems appropriate, and decisions of the committee made in good faith shall be considered to be in compliance with the above requirements.